

MANUFACTURING EXTENSION PARTNERSHIP

Success Stories from the Field

OA Newton

Delaware Manufacturing Extension Partnership

O.A. Newton Prepares Employees For Growth

Client Profile:

O. A. Newton is a Bridgeville, Delaware-based firm that designs, installs, and services center pivot irrigation systems for agricultural production. The company also designs, manufactures, and installs custom material handling systems for manufacturing processes throughout the world. Founded in 1916, O.A. Newton now employs about 75 people.

Situation:

Although O.A. Newton values its employees, the company hadn't specified individual expectations or tied them directly to performance and compensation. It became evident that the employee compensation system needed to be updated to meet today's standards. O.A. Newton approached the Delaware Manufacturing Extension Partnership (DEMEP), a NIST MEP network affiliate, for assistance.

Solution:

DEMEP introduced O. A. Newton to partner Sussex Tech, which has an Adult Education division in Georgetown, Delaware. Sussex Tech staff worked with the company to design and establish a job classification, pay, and progression system that is both competitive and rewarding for the company's employees. DEMEP also provided the company with information about a Delaware workforce development program that helped defray a major portion of O.A. Newton's costs for the program.

O.A. Newton's workforce development program helped enhance employee skills and improved communications within and among work groups. Because supervisors now conduct performance reviews frequently and in a more effective manner, expectations are aligned with corporate objectives and strategies and clearly communicated to all employees. By establishing a recognition and rewards program, O.A. Newton has improved employee satisfaction and morale, and now enjoys a high rate of retention.

Results:

- Improved employee performance and productivity.
- Improved employee recognition and reward.
- Enhanced employee value.
- Improved employee retention.

Testimonial:

www.mep.nist.gov



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"Everyone in our material handling group has been affected in a positive way by the Delaware Manufacturing Extension Partnership's program. Our redesigned human resource system fosters team spirit. We are convinced we can achieve higher levels of performance."

Orville Hammond, Senior Vice President of Operations